UNIT CLIMATE PROFILE QUESTIONNAIRE

In this questionnaire, the word "unit" means your battery, or troop.	08. Do the NCOs in your unit treat you with respect? [+2] Very often, or always
[DO NOT BEGIN UNTIL INSTRUCTED TO DO SO]	[+1] Often [0] Sometimes
O1. Do the officers in your unit care about the needs of their soldiers?	[- 1] Seldom [- 2] Very seldom, or never
[+2] Very much [+1] Much	
[0] Somewhat	09. Do you respect the NCOs in your unit?
[- 1] Little [- 2] Very little, or not at all	[+2] Very much [+1] Much
	[0] Somewhat [- 1] Little
O2. Do the officers in your unit treat you with respect? [+2] Very often, or always	[- 2] Very little, or not at all
[+1] Often	10. Does your immediate leader explain things clearly to
[0] Sometimes [- 1] Seldom	you?
[- 2] Very Seldom, or never	[+2] Very often, or always [+1] Often
03. As a leader, how is your unit commander?	[0] Sometimes [- 1] Seldom
[+2] Very good [+1] Good	[- 2] Very seldom, or never
[0] Borderline [- 1] Bad	11. How well does your immediate leader let you know
[- 2] Very Bad	what is expected of you on the job?
O4. As leaders how are the other officers in your unit?	[+2] Very well [+1] Well [0] Borderline
04. As leaders, how are the <u>other officers</u> in your unit? [+2] Very good	[0] Borderline [- 1] Poorly
[+1] Good [0] Borderline	[- 2] Very poorly
[- 1] Bad [- 2] Very Bad	40.1
[- 2] very bau	12. Is your immediate leader willing to discuss your ideas and suggestions about the job?
05. Do you respect the officers in your unit?	[+2] Very willing [+1] Willing
[+2] Very much [+1] Much	[0] Borderline
[0] Somewhat [- 1] Little	[- 1] Unwilling [- 2] Very unwilling
[- 2] Very little, or not at all	
06. Do the NCOs in your unit care about the needs of their	13. Does your immediate leader do a good job in supervising soldiers?
[+2] Very much	[+2] Very good [+1] Good
[+ 1] Much [0] Somewhat	[0] Borderline
[- 1] Little	[- 1] Bad [- 2] Very bad
[- 2] Very little, or not at all	[2] VOIY BUU
07. As leaders, how are your unit's NCOs?	14. How does your immediate leader treat you?
[+2] Very good	[+2]Very well
[+1] Good	[+ 1] Well [0] Borderline
[0] Borderline [- 1] Bad	[- 1] Borderline
[-1] Bad [-2] Very Bad	[- 2] Very badly

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15. Do you respect your immediate leader?	22. Is the promotion policy in your unit fair to non-minority soldiers?
[+2] Very much	•
[+1] Much	[+2] Very fair
[0] Somewhat	[+1] Fair
[- 1] Little	[0] Borderline
[- 2] Very little, or not at all	[- 1] Unfair
(<u> </u>	[- 2] Very unfair
16. Is it easy or hard for soldiers in your unit to get to see	
the senior NCOs to discuss problems?	23. Overall, how do you feel about the promotion policy in your unit?
[+2] Very Easy	[+2] Very satisfied
[+1] Easy	[+1] Satisfied
[0] Borderline	[0] Borderline
[- 1] Hard	[- 1] Dissatisfied
[- 2] Very hard	[- 2] Very dissatisfied
47.11	
17. How are soldiers in your unit treated when they go to a senior NCO to discuss problems?	24. Do soldiers in your unit who perform well on the
	job ever receive praise, recognition, or reward?
[+2] Very well	[+2] Very often, or always
[+1] Well	[+1] Often
[0] Borderline	[0] Sometimes
[- 1] Badly	[- 1] Seldom
[- 2] Very badly	[- 2] Very seldom, or never
18. Is it easy or hard for soldiers in your unit to get to see	
the unit commander to discuss personal problems?	25. When a soldier in your unit makes an honest
[+2] Very easy	mistake on the job, is that soldier treated fairly?
[+1] Easy	[+2] Very often, or always
[0] Borderline	[+1] Often
[0] Borderline [- 1] Hard [- 2] Very hard	[0] Sometimes
[- 2] Very hard	[- 1] Seldom
[2] vory hard	[- 2] Very seldom, or never
19. How are soldiers in your unit treated when they go to	
the unit commander to discuss personal problems?	26. In your unit are corrections for careless or
[+2] Very well	intentional poor performance made fairly?
[+1] Well	[+2] Very often, or always
	[+1] Often
[0] Borderline [- 1] Badly	[0] Sometimes
[- 2] Very badly	[- 1] Seldom
	[- 2] Very seldom, or never
20. Does getting promoted in your unit depend upon doing	
a good job?	
[+2] Very much	27. How is the physical training in your unit?
[+1] Much	[+2] Very good
[0] Somewhat	[+1] Good
[- 1] Little	[0] Borderline
[- 2] Very little, or not at all	[- 1] Bad
[- 2] very little, or not at all	[- 2] Very bad
21. Is the promotion policy in your unit fair to ethnic or	
racial minority soldiers?	
[+2] Very fair	28. How is the MOS training in your unit?
[+1] Very fair [+1] Fair	[+2] Very good
	[+1] Good
[0] Borderline [- 1] Unfair	[0] Borderline
	[- 1] Bad
[- 2] Very unfair	[- 2] Very had

29. How is the combat training in your unit?	36. How do you feel about your work?
[+2] Very good	[+ 2] Like a lot
[+1] Good	[+1] Like
[0] Borderline	[0] Borderline
[- 1] Bad	[- 1] Dislike
[- 2] Very bad	[- 2] Dislike a lot
30. Is training time in your unit ever wasted by your having to wait around with nothing useful to do?	37. How would you rate overall job satisfaction in your
[+2] Very seldom, or never	[+2] Very high
[+1] Seldom	[+1] High
[0] Sometimes	[0] Borderline
[- 1] Often	[- 1] Low
[- 2] Very often, or always	[- 2] Very low
31. Is it easy or hard to get the tools, equipment, or supplies needed for your job?	38. While on the job, do you feel harassed by higher- ranking personnel?
	[+2] Very seldom, or never
[+2] Very easy [+1] Easy	[+1]Seldom
[0] Borderline	[0] Sometimes
[- 1] Hard	[- 1] Often [- 2] Very often, or always
[- 2] Very hard	[- 2] very orter, or always
32. In what condition are the tools, equipment, or supplies you usually work with?	39. Does "obeying the rules" ever make it hard to get the job done?
[+2] Very good	[+2] Very seldom, or never
[+1] Good	[+1] Seldom
[0] Borderline	[0] Sometimes
[- 1] Bad [- 2] Very bad	[- 1] Often [- 2] Very often, or always
[- 2] Very bad	very orten, or anways
33. Is the work you do most of the time useful?	40. Are you made to work unnecessary extra hours?
[+2] Very useful	[+2] Very seldom, or never
[+1] Quite useful	[+1] Seldom
[0] Somewhat useful	[0] Sometimes
[- 1] Slightly useful	[- 1] Often
[- 2] Not at all useful	[- 2] Very often, or always
34. Is your work interesting?	41. Does "pulling details" seriously interfere with your primary job?
· · · · · · · · · · · · · · · · · · ·	[+2] Very seldom, or never
[+2] Very interesting [+1] Quite interesting	[+1] Seldom
[0] Somewhat interesting	[0] Sometimes
[- 1] Slightly interesting	[- 1] Often
[- 2] Not at all interesting	[- 2] Very often, or always
35. How do other soldiers you know in your unit feel about their work?	42. While off duty, are soldiers in your unit harassed by "mickey-mouse" ("dumb," or unnecessary) unit rules?
[+2] Like a lot [+1] Like	[+2] Very seldom, or never
[+ I] Like [0] Borderline	[+1] Seldom
[- 1] Dislike	[0] Sometimes
[- 2] Dislike a lot	[- 1] Often [- 2] Very often, or always